



Colorado State University

XA Internship Manual

We're excited that you're considering the Chi Alpha at Colorado State CMIT program. We've done our best to anticipate and answer your most pressing questions, but if there's anything you're still curious about after reading this manual, please drop us an email. Our administrator is Nate Banke, and you can email him at natebanke@hotmail.com.

Some key terminology you'll need to know:

- **CMIT** – Campus Missionary in Training. This is the name of the national Chi Alpha ministry training program under which we operate.
- **CMIT Directors** – the leaders who run the entire CMIT program at Colorado State: Nate Banke and Duncan Chance.
- **Staff Trainer** – a mentored intern's primary coach. If you see the term coach used in this manual, it is referring to your staff trainer.
- **Mentored Staff** – you! An intern is a mentored staff member works under the guidance of a team of veteran campus ministers.
- **Learning Parties** - weekly gatherings that make learning fun!

This guide is organized around four basic questions:

Why Should I do This?

Our Work is Strategic
You Will Benefit Personally

What Will It Look Like?

- A. The Big Picture
- B. Important Dates
- C. What Will Happen Every Week?
- D. What Will Be Expected of Me Everyday?
- E. What About Vacation Time and Holidays?

How Will I Pay My Bills?

- A. Raising Support is Normal, Biblical, and Effective
- B. Budget and Personal Finance
- C. How Will We Help You?
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What Will I Learn?

- A. You Will Cultivate Your Character
- B. You Will Learn More About God and the Bible
- C. You Will Learn Practical Ministry Skills
- D. Who Will I be Learning From?

Appendix...

Why Should I Do This?

God has given us the opportunity to touch some of the most strategic mission fields in the world – the college campuses of America. We invite you to join us in this worthy cause, and we promise that if you do we will make your experience worthwhile.

Our Work Is Strategic

- **When we reach the campus we reach the world.** The world comes to study at America's universities. According to the State Department, 40% of future presidents and prime ministers worldwide will study in the United States, and 25% of international students currently enrolled in the United States will go on to serve as government officials. You could go around the world, learn another language, work cross-culturally, and try to get them to rethink their deepest values, or you could go to a place where they have gathered in one place, already learned English themselves, and are eagerly searching for new ideas about God, morality, and the meaning of life.
- **When we reach the campus we reach America.** As goes the campus, so goes the culture. Student attitudes on campuses today will become the prevailing wisdom in courtrooms, classrooms, and boardrooms tomorrow. The sexual revolution began with college students in the 60's and has transformed our culture, in the same way any spiritual revolution is most likely to spring forth from the college campus. This is not just theory – this is historical fact. The history of revival and the history of college ministry are inextricably intertwined.

You Will Benefit Personally

- **You will grow as a person.** We will give you a mentor (staff trainer) to challenge you to grow in character, conviction, and maturity, and we will push you to develop skills and abilities that will serve you in whatever role you find yourself later in life. Most importantly, we will teach you how to teach yourself anything.
- **You will receive professional credentials.** After completing our ministry training program, you will be eligible to be certified as a minister with the Assemblies of God.
- **You will receive unique and adaptable training.** You will have opportunity to minister with a wide array of staff personalities in a traditional four-year school similar to ones you will find in every state in America.

So join us – college ministry is the most strategic investment you can make with your life!

What Will It Look Like?

A. The Big Picture

You will be working 35-50 hours a week to reach university students with the gospel under the supervision of a team of veteran campus ministers. Your time will be balanced between ministry and learning. You will spend most of your time at Colorado State, but you will have the opportunity to visit other campuses nearby and experience other ministry models including a single staff model at Wyoming and a commuter school model at UCCS.

The internship at Colorado State is designed for training you to successfully pioneer a new XA ministry. However, there are several possible outcomes of the program:

- Approved to direct a pioneering team of a start up Chi Alpha ministry
- Approved to serve as an associate staff on a new pioneering team
- Approved to serve as a primary director of an existing Chi Alpha ministry
- Approved to serve in an associate staff position with Chi Alpha
- Recommended for additional training (here or elsewhere)
- Recommended to pursue other vocational interests

Beside regular discipleship meetings with your coach, you will meet at least three times with Nate and Duncan to specifically discuss your progress. Together you will evaluate which one of these outcomes you are heading towards throughout the school year.

B. Important Dates

Feb. 1 st of your senior year	Deadline for application for the CMIT national program.
March 29th	Support raising class with Duncan
August 1 st	All money raised, moved in, report for duty
2 nd weekend in November*	Berean weekend
1 st or 2 nd week in January	Student Gathering: College Winter Retreat
1 st weekend in March*	Preaching weekend away
June 1 st	End date of internship (excepting missions trip, which may extend beyond)
A week in June	Orientation and training (RUI) in Springfield, MO if continuing with XA

*Subject to change

C. What Will Happen Every Week?

When all is said and done you'll probably be working about 35-50 hours a week.

- Typically you must attend a weekly student worship service, staff meeting, and five hour learning party, as well as being involved in small group/one-on-one discipleship and a resource group.
- Another portion of your time will be spent specifically helping with each department on a rotational basis. For example, one month you will devote 5 hrs a week to the missions program, the next month you will devote 5 hrs a week to the worship team, etc.
- Each week you will need to spend approximately 15 hours reading and reflecting on theology and ministry material to keep up with the readings (see the *What Will I Learn?* section for more information).

D. What Will Be Expected of Me Every Day?

Ministerial Conduct

We expect a high degree of morality in practice and appearance. By joining Chi Alpha, you are affiliating with the Assemblies of God and we expect you to conduct yourselves in accordance with the values of the organization.

Self-Motivation

You will assume responsibility for helping the ministry advance. If you see something that needs to be done you will jump in to help. Err on the side of action rather than passivity. We are training you to take the reins of a ministry and expect you to jump in enthusiastically.

Diligence and Rest

We expect you to work hard, and we expect you not to work too hard. This is tricky to master in ministry - expect to have lots of conversations with your coach about this.

Promptness

You will be on time for your scheduled meetings. When you are running late you will call or text the person you are meeting to let them know.

Dating Guidelines

If the opportunity for a romantic relationship presents itself during your mentored staff experience, you must discuss it with your ministry supervisor before you take any steps in that direction. However, you may not begin to date any traditional undergraduate students in your ministry. Anyone who is under 22 years old who has not yet finished school is off-limits. If you are already in a dating relationship, please be sure to mention that in the application process.

Understand Your Role

Your role on staff is unique - you are a mentored staff member. In other words, your primary job is to learn and to grow. While one of the ways we will provoke your growth is through giving you tasks to do, we are more concerned with what you learn than with what you produce. To that end, you are expected to exercise spiritual

leadership in the lives of students while remaining teachable and humble towards the seasoned members of your staff team. And you need to understand that you will not always get a vote when decisions are being made.

E. What About Vacation Time and Holidays?

Generally speaking your vacation time will correspond to the Colorado State academic calendar. However, staff (and mentored staff) responsibilities start before school even gets rolling. If you need time off for an emergency or special occasion, you will need to discuss it with your staff trainer. You will also need to allot time during your breaks to minister to your support team, whether that means phone calls, hand-written notes, or visits.

How Will I Pay My Bills?

You will raise support. In plain English, you will ask people to give you money to pursue God's work.

A. Raising Support Is Normal, Biblical and Effective

Raising support is normal:

- Professors raise their own funding: they pursue grants to pay for their research and to hire graduate students.
- Entrepreneurs raise their own funding: they ask venture capitalists and banks to fund their vision.
- In the same way, missionaries raise their own funding, but instead of turning to the federal government or venture capitalists, we turn to the people of God.

Raising support is Biblical:

As Paul says, *the Lord has commanded that those who proclaim the gospel should get their living by the gospel* (1 Cor 9:14). There are many examples of this principle being practiced in the Scriptures. Here are just a few:

- Jesus' ministry was funded by some of those who heard Him (Luke 8:1-3), and He taught the disciples to rely on others while ministering (Matthew 10:5-15).
- Paul requested that the Roman church financially support Phoebe, one of the ministers at Cenchrae. (Romans 16:1-2)
- Third, Paul himself received support and was grateful for the support he received (Philippians 4:10-20). You might have been taught that Paul supported himself by making tents. He did, but only when he had no other options. To see this, study Acts 18:1-5, where Paul began by making tents and quit as soon as it was financially feasible to do so. Also see 1 Corinthians 9:1-18, where Paul's whole point is that the Corinthians owed him support: he concludes the letter by telling them that he hopes to stop by and that he hopes they will provide for him to finish his journey in 1 Cor 16:5-6. And consider Romans 15:20-24, where Paul asks a church he has never visited before to fund him on his journey to Spain. In addition, Paul explicitly teaches in Galatians 6:6 that Christians are obligated to provide for the needs of ministers.
- The apostle John encouraged his friend to support a band of missionaries in 3 John 5-8.
- The whole Levitical system in the Old Testament (the Levites were ministers) is predicated on the financial support of ministers by the rest of God's people (Numbers 18:21-24 is a representative example). In fact, when you read Nehemiah 13:4-11 you might be struck by how outraged Nehemiah was that the Levites had to go earn wages in another fashion.

Raising support is effective:

You might be tempted to get another job to pay for your ministry on campus, but that's generally a bad strategy. As Jesus taught us, you cannot serve two masters. You will grow to love the one and hate the other.

Thousands of ministers before you have raised support successfully. Both men and women from many different economic and ethnic backgrounds have demonstrated that this is an effective way to sustain ministry over the long haul.

In addition, raising support is much more secure in the long run than being paid by a company. Companies lay people off all the time – there is no security in the corporate world. If you raise your support then your income is flowing from 50 or so people. Even if one “lays you off,” you still have 95% of your income and it is relatively easy to recruit one more donor to make up the difference. Counter intuitively, raising support gives you greater security in your finances than almost any other alternative!

B. Budget and Personal Finance

You will be required to raise between \$1000 and \$2300 in monthly support. Sound like a lot? Below is an estimated budget breakdown for the internship you'll need to complete. Fill out the "Your Estimate" column with your best guess for each row, and email it to Duncan and Nate by the end of April. If any row has a larger or smaller amount than the range provided than also include an explanation in your return message. From there we will take your estimates into consideration before approving a final minimum budget you will need to have raised before starting the internship.

Range	Your Estimate	Purpose
88	88	CMIT Fee
37	37	Trips and Conferences
Varies		Missions Trip (discussed individually)
0-100		Medical Insurance
30-100		Ministry Expenses (newsletter, small group supplies, thank you cards, etc)
350-500		Rent + Utilities +Internet
125		Groceries and Personal Eating Out
75		Eating Out and Coffee - Ministry
0-100		Cell Phone
100-400		Car Payment, Insurance, Gas
50-300		Other (savings, spending, giving, student loans, etc)
137-292		Taxes
100-212		AGUSM Fee + Half Tithe to AG
50-106		The Other Half of Your Tithe
1017-2310		Total

C. How We Will Help You

Everyone involved with running the training program has raised far more money than we're requiring you to raise – we're sort of what you might call experts.

Upon being accepted to the program, we'll contact you to schedule an initial training session on raising support effectively. In addition, you will be assigned a support-raising coach (who may be different from the person who becomes your staff trainer) to check in with you weekly and help you through the process. We will also regularly revisit this area as the year progresses to help you maintain contact with your support team and to prepare for any future ministry assignments with support-raising needs.

D. Additional Help and FAQ

My parents are freaking out. Help!

We have a special letter to parents in the appendix of this manual. Also tell them to feel free to contact us directly.

Should I start talking to prospective partners now?

We strongly recommend that you wait until after your first training session. You'll thank us later.

I already own a home/I'm Bill Gate's love child/I have a spouse who makes six-figures... do I need to do this?

Yes. Raising support is about more than paying bills – it's about trusting God, giving others a chance to participate in your ministry, and developing skills that are essential to fruitfulness. So we want you to raise money no matter what.

Having said that, the exact amount you need to raise is negotiable depending upon extraordinary circumstances. "I'm sure I can eat for less than that" is not an extraordinary circumstance.

Also, one reason we require this amount is for your future. Should you go on in campus ministry, you will be very grateful for this foundation of support. If you try to avoid raising money your CMIT year by living off your savings or some other short-term solution, you will be poorly positioned for your future.

What Will I Learn?

Any one-size-fits-all approach to ministerial development is doomed to failure. Each person must be met at his or her specific developmental level. We are committed to discerning the character traits, knowledge base, skill set, and vocational experiences essential to your current phase of development.

Having said that, there are several things you can expect to grow in.

A. You Will Cultivate Your Character

Leadership and gifting are important but character trumps everything. For this reason we are passionate about developing honest, humble and faithful leaders.

Therefore, you will meet weekly with your coach to discuss:

- Your particular calling in ministry and how your character and temperament impact this call.
- How you relate to people, build relationships and treat those you work with.
- How to effectively manage your resources, time, and finances.
- Specific areas of accountability and personal morality.
- Your spiritual vitality and personal devotional life.
- How God is using you to be a witness to unreached students.
- Points to stretch and grow within the pioneering assessment.

B. You Will Learn More About God and the Bible

About 20 hours per week should be given over to your academic study program. There are two main areas of study: theology and ministry skills. You will have assignments in these two areas to guide you in independent study. We will also cover these in our learning parties.

Global University Coursework

Global University is the Assemblies of God distance learning university. Global courses satisfy the study requirements needed for ministerial credentials within the Assemblies of God. You should be eligible to apply for credentials as a certified minister upon finishing the CMIT program. We will assist you with attaining and completing the coursework.

Theological Study and Discussion

Our monthly gatherings will require you to come ready to rumble. Your theology taskmaster will provoke, prod, and mock you into orthodoxy.

You will be required to read one of the recent evangelical systematic theologies. At present, we are using J. Rodman Williams' *Renewal Theology*, which weighs in at a hefty 508 pages. If you've already read this in another context, let us know and we'll find something appropriate for your level of theological development.

C. You Will Learn Practical Ministry Skills

When you report for duty we'll give you a large list of assignments teaching you

- how to pioneer a campus or be a part of a pioneering team. What are the most effective ways to get the right leaders, strategies and long term support in reaching a new campus?
- how to organize personal and ministry time, financial, and human resources, including planning events.
- how to develop student leaders, do rudimentary Biblical coaching and facilitate transgenerational discipleship through small groups and one on ones. How can you pour into students and teach them how to pour into others?
- how to motivate students to follow a plan, run a staff meeting and/or planning session. How do I lead a group to achieve specific goals and pull off excellent events?
- build a missions mind set and lead missions teams. How do I take a group of students overseas in a way that truly blesses others and grows our team?
- develop a support team (writing a newsletter, follow up, contact lists, etc.). How do I enlist, communicate with and maintain a team of financial givers?

For your final project, you will work with your staff trainer to choose a campus that is currently without a XA. You will then plan every aspect of a planting endeavor there, from assessing the ethos of the student body to tackling logistical obstacles and planning for the first three years on campus. Do not start on this until it has been introduced at your Sept 13th learning party.

D. Who Will I Be Learning From?

First of all you will be learning from Jesus. We expect God to speak to you specifically and powerfully during your mentored staff experience. Secondly, you will be teaching yourself. Every staff member is expected to take responsibility for his or her own growth. Your staff trainer will help you customize the program and keep you on target, but ultimately we are looking for self-motivated learners.

That being said, we have a great team of leaders who are going to pour into your life during the program.

The Colorado State University Campus Missionary in Training program is directed and run by Nate Banke and Duncan Chance. This partnership was developed to give our mentored staff the greatest amount of help as they enter the program, participate in the program, and work to be placed after the program.

Here's a bit about our directors:

Nate Banke

the director of our ministry at CSU

- **Why should you learn from him?** Nate manages to be both bold and levelheaded at the same time. He is a realist. He's down-to-earth. He's pragmatic, and

he's always improving the spheres he touches. He's an incredibly hard worker, and integrity runs through his veins. He will always be supportive of you, your best efforts, and your walk with the Lord.

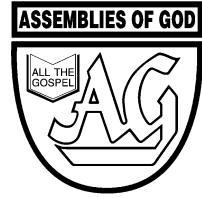
- **What should you watch out for?** Nate gets stuff done. He can cut straight to the chase. Tell him how you are feeling and what's going on, and he will listen.
- **What will make you laugh about Nate?** He grew up on a ranch. The largest ranch in Eastern Oregon at the time. You might never guess it, but he could out-wrangle you any ol' day.

Duncan Chance

the internship guru and worship leader extraordinaire at CSU

- **Why should you learn from him?** Duncan is extremely intelligent and insightful. He is wise. He is humble. He is self-aware and articulate. He is extremely well read in all things Christianity. He will discuss theories and theology with you for hours.
- **What should you watch out for?** He is not overly demonstrative of his affections. Don't worry though, he probably likes you a lot more than you think. Also, if you get him going on a political conspiracy theory or on teleportation, he might get a little impassioned.
- **What will make you laugh about Duncan?** His beard could nearly earn him a place in the Duck Dynasty. It makes him very holy.

Appendix...



Dear sir or madam,

Your child is considering joining Chi Alpha Campus Ministries, USA as part of our ministry team. We are available to answer any questions you have, and we want you to know that we are committed to helping your child succeed.

Here are some questions that we find many parents have when their children first talk to them:

How will they pay their bills?

Your child will be required to raise approximately **\$2,700** a month in small pledges from friends and family. It will probably take them around 50 partners to reach their goal.

Why doesn't the church pay their salary?

The church IS paying their salary. As the children's song reminds us, the church is not a building, the church is not a steeple, the church is not a meeting place: the church is people.

Hah hah. Very funny. So why doesn't the denomination pay them a salary?

- Our previous answer wasn't flippant – we truly believe that the church IS paying their salary. In addition, if the denomination salaries missionaries, the money has to come from somewhere—and that somewhere is individual congregations. Effectively, it becomes a self-imposed tax on congregations.
- Historically, denominations that tax congregations have very few missionaries (nobody likes to pay taxes, not even churches). Raising support by contacting friends and family is a far more effective strategy. It's a scalable system. Every new missionary is required to go and generate the funds necessary for their own ministry. No matter how many missionaries we have, we can always have more because there's no fixed allotment that all the missionaries have to compete for scraps of.
- Raising support requires that missionaries build a network of relationships which keep them accountable and motivate them to work diligently. If you know that your best friend is paying part of your salary, you're much less inclined to goof off.

This seems so counterintuitive. Why don't other professions do this?

Other professions do raise their own funding. Professors solicit grants to fund their research, and entrepreneurs seek venture capital to pursue their vision. In the same way, missionaries seek their funding from the people of God.

I've never heard of Chi Alpha or the Assemblies of God. Are you on the up-and-up?

Chi Alpha Campus Ministries is on over 300 campuses across America and has been in business for over 50 years. We are sponsored by the Assemblies of God, one of the largest Christian denominations in the world with over 60,000,000 adherents worldwide. You can learn more about us at chialpha.com and at ag.org.

General CMIT Calendar 2013-14

February

- 1: Deadline for application for Fall 2013 start.

March

- 29: Support Raising Seminar hosted by Duncan Chance

May

- 1-30 Fulltime Support Raising

June

- 1-30 Fulltime Support Raising

July

- 1-30 Fulltime Support Raising

August

- 1: Move into your housing for the year
- 2: First Learning Party & Orientation
- 26: CSU Fall semester classes begin
- 1-30 Fulltime Support Raising (if necessary)

September

- 3-5: Tentative Men's and Women's Retreats

October

- 5-7: Tentative Fall Retreat

November

- 8-10: Berean Weekend

December

- 20: Last day of CSU Fall semester finals

January

- 7-11: Big Sky SALT
- 21: CSU Spring semester classes begin

March

- 7-9: Sermoneering Weekend

May

- 16: Last day of CSU Spring semester finals
- 30: Last Learning Party
- CMIT officially done

June

- Reach The University Institute (RUI)